

28 February 1977

PROPOSED RETIREMENT LEGISLATION

of

The Central Intelligence Agency

1. The basic objective in proposing legislation concerning retirement for CIA personnel is to improve the Service by providing retirement at an age earlier than that provided by the Civil Service system together with an "augmented" annuity to those persons who have served extensively overseas with CIA since 18 September 1947.
2. The proposed plan for personnel with extensive overseas service with CIA is as follows:
  - a. Upon reaching the age of 50 an individual may request the Director of Central Intelligence to approve his retirement if all of the following conditions are met:
    - (1) He has 20 years total creditable Government service;
    - (2) He has been employed by CIA for at least 10 years;
    - (3) His total CIA overseas service (including TDY and PCS) is equivalent to not less than 40% of his total service with CIA prior to his having reached age 50 with a minimum of 5 years overseas.
  - b. The Director of Central Intelligence will decide whether it is in the interest of the Government to permit the individual to retire.
  - c. If the Director approves the request of the individual, he may retire
    - (1) with full annuity without the reduction for early retirement as provided by Section 9(d) of the Civil Service Retirement Act, and
    - (2) his years of creditable service will be augmented at the rate of one year for each four years served overseas with CIA.
3. All CIA personnel who do not meet all the conditions stated above will retire under the provisions of the Civil Service Retirement Act.

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## ESTIMATED ANNUITIES UNDER FOREIGN SERVICE AND PROPOSED CIA PLAN

			Average 5 Yr.-High Salary	Foreign Service Annuity	CIA Proposed Annuity
SAMPLE SITUATIONS					
I	Ret.	Age 50 yrs.			
	EOD	Age 40 yrs.	\$ 4,500	\$ 1,800	\$ 1,756
	CIA	Service 10 yrs.	6,300	2,520	2,441
	O/S	Service 5 yrs.	10,000	4,000	3,875
	Total	Service 20 yrs.	14,000	5,600	5,425
	Comp.	Service 21½ yrs.			
II	Ret.	Age 50 yrs.			
	EOD	Age 35 yrs.	4,500	1,800	1,779
	CIA	Service 15 yrs.	6,300	2,520	2,473
	O/S	Service 6 yrs.	10,000	4,000	3,925
	Total	Service 20 yrs.	14,000	5,600	5,495
	Comp.	Service 21½ yrs.			
III	Ret.	Age 50 yrs.			
	EOD	Age 25 yrs.	4,500	2,250	2,319
	CIA	Service 25 yrs.	6,300	3,150	3,229
	O/S	Service 10 yrs.	10,000	5,000	5,125
	Total	Service 25 yrs.	14,000	7,000	7,175
	Comp.	Service 27½ yrs.			
IV	Ret.	Age 50 yrs.			
	EOD	Age 35 yrs.	4,500	2,430	2,409
	CIA	Service 15 yrs.	6,300	3,402	3,355
	O/S	Service 6 yrs.	10,000	5,400	5,325
	Total	Service 27 yrs.	14,000	7,560	7,455
	Comp.	Service 28½ yrs.			
V	Ret.	Age 50 yrs.			
	EOD	Age 20 yrs.	4,500	2,700	2,814
	CIA	Service 30 yrs.	6,300	3,780	3,922
	O/S	Service 12 yrs.	10,000	6,000	6,225
	Total	Service 30 yrs.	14,000	8,400	8,715
	Comp.	Service 33 yrs.			
VI	Ret.	Age 55 yrs.			
	EOD	Age 40 yrs.	4,500	2,250	2,229
	CIA	Service 15 yrs.	6,300	3,150	3,103
	O/S	Service 6 yrs.	10,000	5,000	4,925
	Total	Service 25 yrs.	14,000	7,000	6,895
	Comp.	Service 26½ yrs.			
VII	Ret.	Age 55 yrs.			
	EOD	Age 35 yrs.	4,500	2,430	2,422
	CIA	Service 20 yrs.	6,300	3,402	3,356
	O/S	Service 8 yrs.	10,000	5,400	5,375
	Total	Service 27 yrs.	14,000	7,560	7,525
	Comp.	Service 29 yrs.			
VIII	Ret.	Age 60 yrs.			
	EOD	Age 40 yrs.	4,500	1,800	1,779
	CIA	Service 20 yrs.	6,300	2,520	2,473
	O/S	Service 6 yrs.	10,000	4,000	3,925
	Total	Service 20 yrs.	14,000	5,600	5,495
	Comp.	Service 21½ yrs.			
IX	Ret.	Age 60 yrs.			
	EOD	Age 40 yrs.	4,500	2,700	2,724
	CIA	Service 20 yrs.	6,300	3,780	3,796
	O/S	Service 8 yrs.	10,000	6,000	6,025
	Total	Service 30 yrs.	14,000	8,400	8,435
	Comp.	Service 32 yrs.			
X	Ret.	Age 60 yrs.			
	EOD	Age 35 yrs.	4,500	3,150	3,219
	CIA	Service 25 yrs.	6,300	4,410	4,489
	O/S	Service 10 yrs.	10,000	7,000	7,125
	Total	Service 35 yrs.	14,000	9,800	9,975
	Comp.	Service 37½ yrs.			

# RETIREMENT

23 February 1957

ESTIMATE UNDER FOREIGN SERVICE AND SED CIA PLAN  
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SAMPLE SITUATIONS			Average 5 Yr.-High Salary	Service Annuity	CIA Proposed Annuity	Ratio of CIA Annuity to FS Annuity
						\$
I	Ret. Age	50 yrs.				97.6
	EOD Age	40 yrs.	\$ 4,500	\$1,800	\$1,756	96.9
	CIA Service	10 yrs.	6,300	2,520	2,441	96.9
	O/S Service	5 yrs.	10,000	4,000	3,875	96.9
	Total Service	20 yrs.	14,000	5,600	5,425	96.9
	Comp. Service	21 1/2 yrs.				
II	Ret. Age	50 yrs.				98.8
	EOD Age	35 yrs.	4,500	1,800	1,779	98.1
	CIA Service	15 yrs.	6,300	2,520	2,473	98.1
	O/S Service	6 yrs.	10,000	4,000	3,925	98.1
	Total Service	20 yrs.	14,000	5,600	5,495	98.1
	Comp. Service	21 1/2 yrs.				
III	Ret. Age	50 yrs.				103.1
	EOD Age	25 yrs.	4,500	2,250	2,319	102.5
	CIA Service	25 yrs.	6,300	3,150	3,229	102.5
	O/S Service	10 yrs.	10,000	5,000	5,125	102.5
	Total Service	25 yrs.	14,000	7,000	7,175	102.5
	Comp. Service	27 1/2 yrs.				
IV	Ret. Age	50 yrs.				99.1
	EOD Age	35 yrs.	4,500	2,430	2,409	98.6
	CIA Service	15 yrs.	6,300	3,402	3,355	98.6
	O/S Service	6 yrs.	10,000	5,400	5,325	98.6
	Total Service	27 yrs.	14,000	7,560	7,455	98.6
	Comp. Service	28 1/2 yrs.				
V	Ret. Age	50 yrs.				104.2
	EOD Age	20 yrs.	4,500	2,700	2,814	103.8
	CIA Service	30 yrs.	6,300	3,780	3,922	103.8
	O/S Service	12 yrs.	10,000	6,000	6,225	103.8
	Total Service	30 yrs.	14,000	8,400	8,715	103.8
	Comp. Service	33 yrs.				
VI	Ret. Age	50 yrs.				108.0
	EOD Age	20 yrs.	4,500	2,700	2,904	107.1
	CIA Service	30 yrs.	6,300	3,780	4,048	107.1
	O/S Service	16 yrs.	10,000	6,000	6,425	107.1
	Total Service	30 yrs.	14,000	8,400	8,995	107.1
	Comp. Service	34 yrs.				
VII	Ret. Age	55 yrs.				99.1
	EOD Age	40 yrs.	4,500	2,250	2,229	98.5
	CIA Service	15 yrs.	6,300	3,150	3,103	98.5
	O/S Service	6 yrs.	10,000	5,000	4,925	98.5
	Total Service	25 yrs.	14,000	7,000	6,895	98.5
	Comp. Service	26 1/2 yrs.				
VIII	Ret. Age	55 yrs.				100.1
	EOD Age	35 yrs.	4,500	2,430	2,432	99.5
	CIA Service	20 yrs.	6,300	3,402	3,386	99.5
	O/S Service	8 yrs.	10,000	5,400	5,375	99.5
	Total Service	27 yrs.	14,000	7,560	7,525	99.5
	Comp. Service	29 yrs.				
IX	Ret. Age	60 yrs.				98.8
	EOD Age	40 yrs.	4,500	1,800	1,779	98.1
	CIA Service	20 yrs.	6,300	2,520	2,473	98.1
	O/S Service	6 yrs.	10,000	4,000	3,925	98.1
	Total Service	20 yrs.	14,000	5,600	5,495	98.1
	Comp. Service	21 1/2 yrs.				
X	Ret. Age	60 yrs.				100.0
	EOD Age	40 yrs.	4,500	2,700	2,724	100.4
	CIA Service	20 yrs.	6,300	3,780	3,796	100.4
	O/S Service	8 yrs.	10,000	6,000	6,025	100.4
	Total Service	30 yrs.	14,000	8,400	8,435	100.4
	Comp. Service	32 yrs.				
XI	Ret. Age	60 yrs.				102.2
	EOD Age	35 yrs.	4,500	3,150	3,219	101.8
	CIA Service	25 yrs.	6,300	4,410	4,489	101.8
	O/S Service	10 yrs.	10,000	5,000	5,125	101.8
	Total Service	35 yrs.	14,000	9,800	9,975	101.8
	Comp. Service	37 1/2 yrs.				

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